

Career Services – Disclaimers

For Student, Alumni, and Faculty

The Career Services Online (CSO) database is provided by career services at Salem State University. While opportunities on CSO are reviewed before they are approved for posting, users are responsible for reviewing the opportunities on a case-by-case basis and should use caution and common sense before applying for any opportunity. Employment and internship opportunities are the sole responsibility of the student and are not guaranteed, implied, or warranted in any way by Salem State University or the employing organizations.

For Employers

Career Services at Salem State University does not assure that anyone will fill your position, send his/her résumé to you, or contact you in any manner. Responses to any job posting should not be deemed as a warranty from Career Services at Salem State University of an applicant's fitness or credentials for employment. Accordingly, Salem State University expressly disclaims any liability in connection with any potential or actual employment, resulting from any applicant's response to any job posted.

Salem State University Career Services Job/Internship Referral Policy

The Career Services office at Salem State University **does not** directly refer students to employers who have listed jobs and/or internships on the CSO database. This level of preferential treatment would create an inequity in our services.

Unpaid Internships are governed by the Fair Labor Standards Act (FLSA), a federal law which establishes the minimum wages for work performed. Pursuant to this law, the U.S. Department of Labor (DOL) has developed six criteria for differentiating between an employee entitled to minimum wage or above and a learner/trainee who may be unpaid. The criteria for learner/trainee are:

1. The training, even though it includes actual operations of the facilities of the employers, is similar to that which would be given in a vocational school.
2. The training is for the benefit of the student.
3. The student does not displace a regular employee, but works under the close observation of a regular employee or supervisor.
4. The employer provides the training and derives no immediate advantage from the activities of the student; and on occasion, the operations may actually be impeded by the training.
5. The student is not necessarily entitled to a job at the conclusion of the training period.
6. The employer and the student understand that the student is not entitled to wages for the time spent training.